

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 22

EFFECTIVE AUGUST 03, 2008

SENIOR TRAFFIC OFFICE CLERK,
SERVICE ASSISTANT, SKILLED 1-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$465.50		\$435.00	
6 Mos.	6 Mos.	\$520.00	\$54.50	\$490.50	\$55.50
12 Mos.	6 Mos.	\$582.50	\$62.50	\$551.50	\$61.00
18 Mos.	6 Mos.	\$651.50	\$69.00	\$620.50	\$69.00
24 Mos.	6 Mos.	\$729.00	\$77.50	\$698.50	\$78.00
30 Mos.	6 Mos.	\$815.50	\$86.50	\$786.00	\$87.50
36 Mos. (Maximum)		\$912.00	\$96.50	\$885.00	\$99.00
PENSION BAND		109		108	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 23

EFFECTIVE AUGUST 03, 2008

GUARD (WASH & MD AREAS ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$674.00		\$359.00	
6 Mos.	6 Mos.	\$674.00	\$0.00	\$488.50	\$129.50
12 Mos. (Maximum)				\$665.50	\$177.00
PENSION BAND		102		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 24

EFFECTIVE AUGUST 03, 2008

ASSISTANT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$393.50		\$378.50	
6 Mos.	6 Mos.	\$444.00	\$50.50	\$428.00	\$49.50
12 Mos.	6 Mos.	\$498.50	\$54.50	\$483.00	\$55.00
18 Mos.	6 Mos.	\$562.00	\$63.50	\$547.00	\$64.00
24 Mos.	6 Mos.	\$634.00	\$72.00	\$618.00	\$71.00
30 Mos. (Maximum)		\$715.00	\$81.00	\$697.50	\$79.50
PENSION BAND		102		101	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 25

EFFECTIVE AUGUST 03, 2008

DRIVER - LIGHT TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$427.50		\$399.00	
6 Mos.	6 Mos.	\$478.00	\$50.50	\$449.50	\$50.50
12 Mos.	6 Mos.	\$535.00	\$57.00	\$506.50	\$57.00
18 Mos.	6 Mos.	\$598.50	\$63.50	\$569.00	\$62.50
24 Mos.	6 Mos.	\$670.50	\$72.00	\$639.50	\$70.50
30 Mos.	6 Mos.	\$750.50	\$80.00	\$719.50	\$80.00
36 Mos. (Maximum)		\$839.00	\$88.50	\$810.00	\$90.50
PENSION BAND		106		105	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 26

EFFECTIVE AUGUST 03, 2008

DRIVER - MEDIUM TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$431.50		\$403.00	
6 Mos.	6 Mos.	\$487.00	\$55.50	\$455.00	\$52.00
12 Mos.	6 Mos.	\$549.00	\$62.00	\$514.50	\$59.50
18 Mos.	6 Mos.	\$617.00	\$68.00	\$582.50	\$68.00
24 Mos.	6 Mos.	\$694.50	\$77.50	\$659.50	\$77.00
30 Mos.	6 Mos.	\$781.50	\$87.00	\$745.00	\$85.50
36 Mos. (Maximum)		\$882.00	\$100.50	\$842.50	\$97.50
PENSION BAND		108		106	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 27

EFFECTIVE AUGUST 03, 2008

DRIVER - HEAVY TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$441.00		\$409.00	
6 Mos.	6 Mos.	\$497.50	\$56.50	\$465.50	\$56.50
12 Mos.	6 Mos.	\$562.50	\$65.00	\$529.50	\$64.00
18 Mos.	6 Mos.	\$636.00	\$73.50	\$602.00	\$72.50
24 Mos.	6 Mos.	\$718.00	\$82.00	\$685.00	\$83.00
30 Mos.	6 Mos.	\$811.00	\$93.00	\$779.00	\$94.00
36 Mos. (Maximum)		\$916.50	\$105.50	\$886.00	\$107.00
PENSION BAND		109		108	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 28

EFFECTIVE AUGUST 03, 2008

PUBLIC COMMUNICATIONS SALES REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$532.50		\$515.50	
6 Mos.	6 Mos.	\$596.50	\$64.00	\$579.00	\$63.50
12 Mos.	6 Mos.	\$668.50	\$72.00	\$650.00	\$71.00
18 Mos.	6 Mos.	\$749.00	\$80.50	\$729.00	\$79.00
24 Mos.	6 Mos.	\$839.00	\$90.00	\$818.50	\$89.50
30 Mos.	6 Mos.	\$941.00	\$102.00	\$917.50	\$99.00
36 Mos.	6 Mos.	\$1,053.50	\$112.50	\$1,029.00	\$111.50
42 Mos.	6 Mos.	\$1,180.50	\$127.00	\$1,154.50	\$125.50
48 Mos. (Maximum)		\$1,323.00	\$142.50	\$1,294.00	\$139.50
PENSION BAND		123		122	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 29

EFFECTIVE AUGUST 03, 2008

CUSTOMER SERVICE ADMINISTRATOR, MATERIAL EQUIPMENT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$511.50		\$480.50	
6 Mos.	6 Mos.	\$583.00	\$71.50	\$551.50	\$71.00
12 Mos.	6 Mos.	\$664.50	\$81.50	\$632.00	\$80.50
18 Mos.	6 Mos.	\$758.50	\$94.00	\$725.00	\$93.00
24 Mos.	6 Mos.	\$864.50	\$106.00	\$833.00	\$108.00
30 Mos.	6 Mos.	\$986.00	\$121.50	\$954.00	\$121.00
36 Mos. (Maximum)		\$1,124.00	\$138.00	\$1,093.50	\$139.50
PENSION BAND		116		115	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 30

EFFECTIVE AUGUST 03, 2008

CUSTOMER SERVICE AGENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$534.50		\$503.50	
6 Mos.	6 Mos.	\$598.50	\$64.00	\$567.50	\$64.00
12 Mos.	6 Mos.	\$672.00	\$73.50	\$639.00	\$71.50
18 Mos.	6 Mos.	\$753.00	\$81.00	\$719.50	\$80.50
24 Mos.	6 Mos.	\$845.00	\$92.00	\$812.50	\$93.00
30 Mos.	6 Mos.	\$947.50	\$102.50	\$914.00	\$101.50
36 Mos.	6 Mos.	\$1,062.50	\$115.00	\$1,030.00	\$116.00
42 Mos.	6 Mos.	\$1,192.00	\$129.50	\$1,161.00	\$131.00
48 Mos. (Maximum)		\$1,336.00	\$144.00	\$1,308.00	\$147.00
PENSION BAND		124		123	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 31

EFFECTIVE DECEMBER 28, 2008

VIDEO HUB TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$816.00		\$794.00	
6 Mos.	6 Mos.	\$894.50	\$78.50	\$871.50	\$77.50
12 Mos.	6 Mos.	\$973.00	\$78.50	\$949.00	\$77.50
18 Mos.	6 Mos.	\$1,051.50	\$78.50	\$1,026.50	\$77.50
24 Mos.	6 Mos.	\$1,130.00	\$78.50	\$1,104.00	\$77.50
30 Mos.	6 Mos.	\$1,208.50	\$78.50	\$1,181.50	\$77.50
36 Mos. (Maximum)		\$1,287.50	\$79.00	\$1,260.00	\$78.50
PENSION BAND		121		120	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 32

EFFECTIVE DECEMBER 28, 2008

APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$532.50		\$484.50	
6 Mos.	6 Mos.	\$561.00	\$28.50	\$510.50	\$26.00
12 Mos.	6 Mos.	\$589.50	\$28.50	\$536.50	\$26.00
18 Mos.	6 Mos.	\$618.00	\$28.50	\$562.50	\$26.00
24 Mos.	6 Mos.	\$646.50	\$28.50	\$588.50	\$26.00
30 Mos.	6 Mos.	\$675.00	\$28.50	\$614.50	\$26.00
36 Mos.	6 Mos.	\$703.50	\$28.50	\$640.50	\$26.00
42 Mos.	6 Mos.	\$732.00	\$28.50	\$666.50	\$26.00
48 Mos. (Maximum)		\$760.50	\$28.50	\$692.50	\$26.00
PENSION BAND		104		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 33

EFFECTIVE DECEMBER 28, 2008

TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$783.50		\$712.50	
6 Mos.	6 Mos.	\$825.50	\$42.00	\$750.50	\$38.00
12 Mos.	6 Mos.	\$867.50	\$42.00	\$788.50	\$38.00
18 Mos.	6 Mos.	\$909.50	\$42.00	\$826.50	\$38.00
24 Mos.	6 Mos.	\$951.50	\$42.00	\$864.50	\$38.00
30 Mos.	6 Mos.	\$993.50	\$42.00	\$902.50	\$38.00
36 Mos.	6 Mos.	\$1,035.50	\$42.00	\$940.50	\$38.00
42 Mos.	6 Mos.	\$1,077.50	\$42.00	\$978.50	\$38.00
48 Mos. (Maximum)		\$1,119.50	\$42.00	\$1,017.00	\$38.50
PENSION BAND		117		114	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 34

EFFECTIVE DECEMBER 28, 2008

SR. TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$1,017.00		\$925.00	
6 Mos.	6 Mos.	\$1,071.50	\$54.50	\$974.50	\$49.50
12 Mos.	6 Mos.	\$1,126.00	\$54.50	\$1,024.00	\$49.50
18 Mos.	6 Mos.	\$1,180.50	\$54.50	\$1,073.50	\$49.50
24 Mos.	6 Mos.	\$1,235.00	\$54.50	\$1,123.00	\$49.50
30 Mos.	6 Mos.	\$1,289.50	\$54.50	\$1,172.50	\$49.50
36 Mos.	6 Mos.	\$1,344.00	\$54.50	\$1,222.00	\$49.50
42 Mos.	6 Mos.	\$1,398.50	\$54.50	\$1,271.50	\$49.50
48 Mos. (Maximum)		\$1,453.00	\$54.50	\$1,322.00	\$50.50
PENSION BAND		129		125	

2009 WAGE SCHEDULES

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 01

EFFECTIVE AUGUST 02, 2009

CABLE SPLICING TECHNICIAN, CENTRAL OFFICE TECHNICIAN,
 FIBER NETWORK TECHNICIAN, MASTER AUTOMOTIVE EQUIPMENT
 TECHNICIAN,
 MASTER BUILDINGS EQUIPMENT MECHANIC, MATERIAL SYSTEMS
 TECHNICIAN,
 METROLOGY TECHNICIAN, SYSTEMS TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$524.00		\$507.50	
6 Mos.	6 Mos.	\$587.00	\$63.00	\$569.50	\$62.00
12 Mos.	6 Mos.	\$657.50	\$70.50	\$638.50	\$69.00
18 Mos.	6 Mos.	\$738.00	\$80.50	\$716.50	\$78.00
24 Mos.	6 Mos.	\$826.50	\$88.50	\$804.00	\$87.50
30 Mos.	6 Mos.	\$926.00	\$99.50	\$902.00	\$98.00
36 Mos.	6 Mos.	\$1,038.00	\$112.00	\$1,013.50	\$111.50
42 Mos.	6 Mos.	\$1,163.50	\$125.50	\$1,136.50	\$123.00
48 Mos. (Maximum)		\$1,303.50	\$140.00	\$1,276.00	\$139.50
PENSION BAND		121		120	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 02

EFFECTIVE AUGUST 02, 2009

OUTSIDE PLANT TECHNICIAN, SERVICES TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$518.50		\$498.50	
6 Mos.	6 Mos.	\$578.50	\$60.00	\$558.00	\$59.50
12 Mos.	6 Mos.	\$646.00	\$67.50	\$624.00	\$66.00
18 Mos.	6 Mos.	\$721.00	\$75.00	\$698.00	\$74.00
24 Mos.	6 Mos.	\$805.50	\$84.50	\$782.00	\$84.00
30 Mos.	6 Mos.	\$899.00	\$93.50	\$874.50	\$92.50
36 Mos.	6 Mos.	\$1,004.50	\$105.50	\$978.50	\$104.00
42 Mos.	6 Mos.	\$1,122.00	\$117.50	\$1,094.50	\$116.00
48 Mos. (Maximum)		\$1,251.50	\$129.50	\$1,224.50	\$130.00
PENSION BAND		119		118	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 03

EFFECTIVE AUGUST 02, 2009

AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDINGS EQUIPMENT MECHANIC

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$517.50		\$498.00	
6 Mos.	6 Mos.	\$577.50	\$60.00	\$557.50	\$59.50
12 Mos.	6 Mos.	\$644.50	\$67.00	\$623.00	\$65.50
18 Mos.	6 Mos.	\$719.00	\$74.50	\$696.50	\$73.50
24 Mos.	6 Mos.	\$802.50	\$83.50	\$779.00	\$82.50
30 Mos.	6 Mos.	\$895.50	\$93.00	\$871.50	\$92.50
36 Mos.	6 Mos.	\$1,000.50	\$105.00	\$975.00	\$103.50
42 Mos.	6 Mos.	\$1,115.00	\$114.50	\$1,089.50	\$114.50
48 Mos. (Maximum)		\$1,244.00	\$129.00	\$1,218.00	\$128.50
PENSION BAND		119		118	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 04

EFFECTIVE AUGUST 02, 2009

FRAME ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$523.50		\$500.50	
6 Mos.	6 Mos.	\$590.50	\$67.00	\$566.00	\$65.50
12 Mos.	6 Mos.	\$666.50	\$76.00	\$638.50	\$72.50
18 Mos.	6 Mos.	\$751.50	\$85.00	\$719.50	\$81.00
24 Mos.	6 Mos.	\$849.00	\$97.50	\$812.50	\$93.00
30 Mos.	6 Mos.	\$957.50	\$108.50	\$917.00	\$104.50
36 Mos. (Maximum)		\$1,081.00	\$123.50	\$1,035.50	\$118.50
PENSION BAND		113		112	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 05

EFFECTIVE AUGUST 02, 2009

AUTOMOBILE TECHNICIAN, COIN TELEPHONE COLLECTOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$520.50		\$500.50	
6 Mos.	6 Mos.	\$590.00	\$69.50	\$570.00	\$69.50
12 Mos.	6 Mos.	\$668.00	\$78.00	\$646.00	\$76.00
18 Mos.	6 Mos.	\$757.50	\$89.50	\$734.00	\$88.00
24 Mos.	6 Mos.	\$857.50	\$100.00	\$833.50	\$99.50
30 Mos.	6 Mos.	\$973.50	\$116.00	\$947.00	\$113.50
36 Mos. (Maximum)		\$1,102.00	\$128.50	\$1,075.50	\$128.50
PENSION BAND		114		113	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 06

EFFECTIVE AUGUST 02, 2009

BUILDINGS MECHANIC (EXCEPT WASH AREA), STOREKEEPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$521.00		\$504.00	
6 Mos.	6 Mos.	\$587.50	\$66.50	\$570.00	\$66.00
12 Mos.	6 Mos.	\$661.50	\$74.00	\$644.50	\$74.50
18 Mos.	6 Mos.	\$744.50	\$83.00	\$728.50	\$84.00
24 Mos.	6 Mos.	\$841.00	\$96.50	\$824.50	\$96.00
30 Mos.	6 Mos.	\$946.00	\$105.00	\$931.50	\$107.00
36 Mos. (Maximum)		\$1,066.00	\$120.00	\$1,053.00	\$121.50
PENSION BAND		113		112	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 6A

EFFECTIVE AUGUST 02, 2009

BUILDINGS MECHANIC (WASH AREA ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT
Start	6 Mos.	\$509.50	
6 Mos.	6 Mos.	\$577.50	\$68.00
12 Mos.	6 Mos.	\$653.50	\$76.00
18 Mos.	6 Mos.	\$741.00	\$87.50
24 Mos.	6 Mos.	\$838.50	\$97.50
30 Mos.	6 Mos.	\$950.00	\$111.50
36 Mos. (Maximum)		\$1,075.50	\$125.50
PENSION BAND		113	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 07

EFFECTIVE AUGUST 02, 2009

ASSIGNMENT ADMINISTRATOR, CUSTOMER BILLING ANALYST,
 FACILITIES ADMINISTRATOR, FIBER CUSTOMER SUPPORT ANALYST,
 FRAUD INVESTIGATOR, MAINTENANCE ADMINISTRATOR,
 NETWORK SERVICES COORDINATOR, RCMAC CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$444.00		\$431.00	
6 Mos.	6 Mos.	\$512.00	\$68.00	\$497.50	\$66.50
12 Mos.	6 Mos.	\$591.50	\$79.50	\$575.50	\$78.00
18 Mos.	6 Mos.	\$683.00	\$91.50	\$664.50	\$89.00
24 Mos.	6 Mos.	\$787.50	\$104.50	\$768.00	\$103.50
30 Mos.	6 Mos.	\$909.00	\$121.50	\$887.50	\$119.50
36 Mos. (Maximum)		\$1,050.00	\$141.00	\$1,025.00	\$137.50
PENSION BAND		112		111	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 08

EFFECTIVE AUGUST 02, 2009

WAREHOUSE ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$394.00		\$394.00	
6 Mos.	6 Mos.	\$467.50	\$73.50	\$466.50	\$72.50
12 Mos.	6 Mos.	\$555.50	\$88.00	\$553.00	\$86.50
18 Mos.	6 Mos.	\$660.50	\$105.00	\$654.50	\$101.50
24 Mos. (Maximum)		\$784.50	\$124.00	\$775.50	\$121.00
PENSION BAND		105		105	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 8A

EFFECTIVE AUGUST 02, 2009

SALES ASSOCIATE (SOUTH AND NORTH)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$435.00	
6 Mos.	6 Mos.	\$491.50	\$56.50
12 Mos.	6 Mos.	\$556.50	\$65.00
18 Mos.	6 Mos.	\$629.00	\$72.50
Top (Maximum)		\$711.50	\$82.50
PENSION BAND		101	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 09

EFFECTIVE AUGUST 02, 2009

BUILDING ATTENDANT, GARAGE ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$367.00		\$366.00	
6 Mos.	6 Mos.	\$456.50	\$89.50	\$451.50	\$85.50
12 Mos.	6 Mos.	\$569.50	\$113.00	\$558.50	\$107.00
18 Mos. (Maximum)		\$708.00	\$138.50	\$690.50	\$132.00
PENSION BAND		102		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 10

EFFECTIVE AUGUST 02, 2009

OPERATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$453.50		\$421.00	
6 Mos.	6 Mos.	\$509.00	\$55.50	\$476.00	\$55.00
12 Mos.	6 Mos.	\$571.50	\$62.50	\$537.50	\$61.50
18 Mos.	6 Mos.	\$641.50	\$70.00	\$608.50	\$71.00
24 Mos.	6 Mos.	\$720.00	\$78.50	\$686.50	\$78.00
30 Mos.	6 Mos.	\$809.00	\$89.00	\$777.50	\$91.00
36 Mos. (Maximum)		\$909.00	\$100.00	\$877.50	\$100.00
PENSION BAND		108		107	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 10A

EFFECTIVE AUGUST 02, 2009

OPERATOR-A

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$453.50		\$421.00	
6 Mos.	6 Mos.	\$485.50	\$32.00	\$453.50	\$32.50
12 Mos.	6 Mos.	\$521.00	\$35.50	\$487.50	\$34.00
18 Mos.	6 Mos.	\$558.50	\$37.50	\$525.50	\$38.00
24 Mos.	6 Mos.	\$598.00	\$39.50	\$566.00	\$40.50
30 Mos.	6 Mos.	\$641.50	\$43.50	\$608.50	\$42.50
36 Mos.	6 Mos.	\$688.00	\$46.50	\$654.00	\$45.50
42 Mos.	6 Mos.	\$738.50	\$50.50	\$704.00	\$50.00
48 Mos.	6 Mos.	\$790.50	\$52.00	\$758.00	\$54.00
54 Mos.	6 Mos.	\$848.00	\$57.50	\$815.50	\$57.50
60 Mos. (Maximum)		\$909.00	\$61.00	\$877.50	\$62.00
PENSION BAND		108		107	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 11

EFFECTIVE AUGUST 02, 2009

CONSULTANT, SERVICE REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$516.00		\$485.50	
6 Mos.	6 Mos.	\$586.00	\$70.00	\$554.00	\$68.50
12 Mos.	6 Mos.	\$665.00	\$79.00	\$633.50	\$79.50
18 Mos.	6 Mos.	\$754.50	\$89.50	\$723.00	\$89.50
24 Mos.	6 Mos.	\$856.50	\$102.00	\$825.00	\$102.00
30 Mos.	6 Mos.	\$972.00	\$115.50	\$941.50	\$116.50
36 Mos. (Maximum)		\$1,102.50	\$130.50	\$1,073.50	\$132.00
PENSION BAND		114		113	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 11A

EFFECTIVE AUGUST 02, 2009

CUSTOMER ACCOUNT REPRESENTATIVE, CUSTOMER BUSINESS
REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$496.50		\$467.00	
6 Mos.	6 Mos.	\$562.00	\$65.50	\$532.00	\$65.00
12 Mos.	6 Mos.	\$639.50	\$77.50	\$608.50	\$76.50
18 Mos.	6 Mos.	\$726.00	\$86.50	\$695.00	\$86.50
24 Mos.	6 Mos.	\$824.50	\$98.50	\$792.50	\$97.50
30 Mos.	6 Mos.	\$934.00	\$109.50	\$904.50	\$112.00
36 Mos. (Maximum)		\$1,061.00	\$127.00	\$1,033.00	\$128.50
PENSION BAND		112		111	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 12

EFFECTIVE AUGUST 02, 2009

COMMUNICATIONS REPRESENTATIVE #2

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$531.50		\$508.50	
6 Mos.	6 Mos.	\$595.00	\$63.50	\$571.00	\$62.50
12 Mos.	6 Mos.	\$665.50	\$70.50	\$641.00	\$70.00
18 Mos.	6 Mos.	\$744.00	\$78.50	\$719.50	\$78.50
24 Mos.	6 Mos.	\$832.50	\$88.50	\$808.00	\$88.50
30 Mos.	6 Mos.	\$932.00	\$99.50	\$908.00	\$100.00
36 Mos.	6 Mos.	\$1,041.00	\$109.00	\$1,019.00	\$111.00
42 Mos.	6 Mos.	\$1,165.50	\$124.50	\$1,145.00	\$126.00
48 Mos. (Maximum)		\$1,303.50	\$138.00	\$1,286.00	\$141.00
PENSION BAND		121		120	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 13

EFFECTIVE AUGUST 02, 2009

ENGINEERING ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$520.00		\$503.00	
6 Mos.	6 Mos.	\$578.50	\$58.50	\$560.50	\$57.50
12 Mos.	6 Mos.	\$644.50	\$66.00	\$626.00	\$65.50
18 Mos.	6 Mos.	\$718.00	\$73.50	\$698.00	\$72.00
24 Mos.	6 Mos.	\$800.50	\$82.50	\$779.00	\$81.00
30 Mos.	6 Mos.	\$890.50	\$90.00	\$869.00	\$90.00
36 Mos.	6 Mos.	\$991.50	\$101.00	\$970.50	\$101.50
42 Mos.	6 Mos.	\$1,104.00	\$112.50	\$1,082.00	\$111.50
48 Mos.	6 Mos.	\$1,230.50	\$126.50	\$1,209.00	\$127.00
54 Mos. (Maximum)		\$1,369.50	\$139.00	\$1,347.50	\$138.50
PENSION BAND		123		122	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 14

EFFECTIVE AUGUST 02, 2009

COMMUNICATIONS REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$540.00		\$505.50	
6 Mos.	6 Mos.	\$598.50	\$58.50	\$565.00	\$59.50
12 Mos.	6 Mos.	\$666.50	\$68.00	\$631.00	\$66.00
18 Mos.	6 Mos.	\$740.50	\$74.00	\$706.00	\$75.00
24 Mos.	6 Mos.	\$822.50	\$82.00	\$787.50	\$81.50
30 Mos.	6 Mos.	\$914.50	\$92.00	\$880.50	\$93.00
36 Mos.	6 Mos.	\$1,015.50	\$101.00	\$982.50	\$102.00
42 Mos.	6 Mos.	\$1,128.00	\$112.50	\$1,099.00	\$116.50
48 Mos.	6 Mos.	\$1,254.00	\$126.00	\$1,227.50	\$128.50
54 Mos. (Maximum)		\$1,392.50	\$138.50	\$1,373.50	\$146.00
PENSION BAND		124		123	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 15

EFFECTIVE AUGUST 02, 2009

ENTRY 1-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$432.00		\$415.50	
6 Mos.	6 Mos.	\$481.50	\$49.50	\$463.00	\$47.50
12 Mos.	6 Mos.	\$536.00	\$54.50	\$515.00	\$52.00
18 Mos.	6 Mos.	\$597.00	\$61.00	\$574.50	\$59.50
24 Mos.	6 Mos.	\$665.00	\$68.00	\$640.50	\$66.00
30 Mos.	6 Mos.	\$741.50	\$76.50	\$713.50	\$73.00
36 Mos. (Maximum)		\$826.00	\$84.50	\$794.50	\$81.00
PENSION BAND		105		104	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 16

EFFECTIVE AUGUST 02, 2009

ENTRY 3 - III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$445.50		\$416.50	
6 Mos.	6 Mos.	\$500.50	\$55.00	\$470.50	\$54.00
12 Mos.	6 Mos.	\$562.00	\$61.50	\$531.50	\$61.00
18 Mos.	6 Mos.	\$633.50	\$71.50	\$602.00	\$70.50
24 Mos.	6 Mos.	\$711.00	\$77.50	\$680.50	\$78.50
30 Mos.	6 Mos.	\$800.50	\$89.50	\$769.00	\$88.50
36 Mos. (Maximum)		\$898.50	\$98.00	\$869.00	\$100.00
PENSION BAND		107		106	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 17

EFFECTIVE AUGUST 02, 2009

SEMI-SKILLED 2-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$450.50		\$421.00	
6 Mos.	6 Mos.	\$510.50	\$60.00	\$479.00	\$58.00
12 Mos.	6 Mos.	\$577.50	\$67.00	\$543.50	\$64.50
18 Mos.	6 Mos.	\$652.50	\$75.00	\$617.00	\$73.50
24 Mos.	6 Mos.	\$738.50	\$86.00	\$700.00	\$83.00
30 Mos.	6 Mos.	\$833.50	\$95.00	\$794.00	\$94.00
36 Mos. (Maximum)		\$943.50	\$110.00	\$901.50	\$107.50
PENSION BAND		109		107	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 18

EFFECTIVE AUGUST 02, 2009

SKILLED 1-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$461.00		\$428.50	
6 Mos.	6 Mos.	\$522.50	\$61.50	\$487.50	\$59.00
12 Mos.	6 Mos.	\$593.00	\$70.50	\$557.50	\$70.00
18 Mos.	6 Mos.	\$671.00	\$78.00	\$636.50	\$79.00
24 Mos.	6 Mos.	\$762.00	\$91.00	\$727.50	\$91.00
30 Mos.	6 Mos.	\$864.50	\$102.50	\$830.50	\$103.00
36 Mos. (Maximum)		\$980.00	\$115.50	\$948.50	\$118.00
PENSION BAND		110		109	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 19

EFFECTIVE AUGUST 02, 2009

ENTRY 1-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$407.50		\$394.50	
6 Mos.	6 Mos.	\$453.50	\$46.00	\$438.50	\$44.00
12 Mos.	6 Mos.	\$504.50	\$51.00	\$488.50	\$50.00
18 Mos.	6 Mos.	\$561.00	\$56.50	\$544.00	\$55.50
24 Mos.	6 Mos.	\$625.50	\$64.50	\$605.00	\$61.00
30 Mos.	6 Mos.	\$697.00	\$71.50	\$673.50	\$68.50
36 Mos. (Maximum)		\$777.00	\$80.00	\$749.00	\$75.50
PENSION BAND		103		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 20

EFFECTIVE AUGUST 02, 2009

ENTRY 3-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$427.00		\$405.00	
6 Mos.	6 Mos.	\$481.00	\$54.00	\$456.50	\$51.50
12 Mos.	6 Mos.	\$541.50	\$60.50	\$515.00	\$58.50
18 Mos.	6 Mos.	\$609.50	\$68.00	\$581.00	\$66.00
24 Mos.	6 Mos.	\$685.00	\$75.50	\$656.50	\$75.50
30 Mos.	6 Mos.	\$772.00	\$87.00	\$740.50	\$84.00
36 Mos. (Maximum)		\$868.50	\$96.50	\$834.00	\$93.50
PENSION BAND		106		105	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 21

EFFECTIVE AUGUST 02, 2009

SEMI-SKILLED 2-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$437.00		\$413.00	
6 Mos.	6 Mos.	\$493.50	\$56.50	\$467.50	\$54.50
12 Mos.	6 Mos.	\$558.00	\$64.50	\$530.00	\$62.50
18 Mos.	6 Mos.	\$630.50	\$72.50	\$600.00	\$70.00
24 Mos.	6 Mos.	\$713.00	\$82.50	\$680.00	\$80.00
30 Mos.	6 Mos.	\$805.50	\$92.50	\$769.50	\$89.50
36 Mos. (Maximum)		\$912.00	\$106.50	\$872.00	\$102.50
PENSION BAND		108		106	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 22

EFFECTIVE AUGUST 02, 2009

SENIOR TRAFFIC OFFICE CLERK,
SERVICE ASSISTANT, SKILLED 1-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$482.00		\$450.00	
6 Mos.	6 Mos.	\$538.00	\$56.00	\$507.50	\$57.50
12 Mos.	6 Mos.	\$603.00	\$65.00	\$571.00	\$63.50
18 Mos.	6 Mos.	\$674.50	\$71.50	\$642.00	\$71.00
24 Mos.	6 Mos.	\$754.50	\$80.00	\$723.00	\$81.00
30 Mos.	6 Mos.	\$844.00	\$89.50	\$813.50	\$90.50
36 Mos. (Maximum)		\$944.00	\$100.00	\$916.00	\$102.50
PENSION BAND		109		108	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 23

EFFECTIVE AUGUST 02, 2009

GUARD (WASH & MD AREAS ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$697.50		\$371.50	
6 Mos.	6 Mos.	\$697.50	\$0.00	\$505.50	\$134.00
12 Mos. (Maximum)				\$689.00	\$183.50
PENSION BAND		102		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 24

EFFECTIVE AUGUST 02, 2009

ASSISTANT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$407.50		\$391.50	
6 Mos.	6 Mos.	\$459.50	\$52.00	\$443.00	\$51.50
12 Mos.	6 Mos.	\$516.00	\$56.50	\$500.00	\$57.00
18 Mos.	6 Mos.	\$581.50	\$65.50	\$566.00	\$66.00
24 Mos.	6 Mos.	\$656.00	\$74.50	\$639.50	\$73.50
30 Mos. (Maximum)		\$740.00	\$84.00	\$722.00	\$82.50
PENSION BAND		102		101	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 25

EFFECTIVE AUGUST 02, 2009

DRIVER - LIGHT TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$442.50		\$413.00	
6 Mos.	6 Mos.	\$494.50	\$52.00	\$465.00	\$52.00
12 Mos.	6 Mos.	\$553.50	\$59.00	\$524.00	\$59.00
18 Mos.	6 Mos.	\$619.50	\$66.00	\$589.00	\$65.00
24 Mos.	6 Mos.	\$694.00	\$74.50	\$662.00	\$73.00
30 Mos.	6 Mos.	\$777.00	\$83.00	\$744.50	\$82.50
36 Mos. (Maximum)		\$868.50	\$91.50	\$838.50	\$94.00
PENSION BAND		106		105	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 26

EFFECTIVE AUGUST 02, 2009

DRIVER - MEDIUM TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$446.50		\$417.00	
6 Mos.	6 Mos.	\$504.00	\$57.50	\$471.00	\$54.00
12 Mos.	6 Mos.	\$568.00	\$64.00	\$532.50	\$61.50
18 Mos.	6 Mos.	\$638.50	\$70.50	\$603.00	\$70.50
24 Mos.	6 Mos.	\$719.00	\$80.50	\$682.50	\$79.50
30 Mos.	6 Mos.	\$809.00	\$90.00	\$771.00	\$88.50
36 Mos. (Maximum)		\$913.00	\$104.00	\$872.00	\$101.00
PENSION BAND		108		106	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 27

EFFECTIVE AUGUST 02, 2009

DRIVER - HEAVY TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$456.50		\$423.50	
6 Mos.	6 Mos.	\$515.00	\$58.50	\$482.00	\$58.50
12 Mos.	6 Mos.	\$582.00	\$67.00	\$548.00	\$66.00
18 Mos.	6 Mos.	\$658.50	\$76.50	\$623.00	\$75.00
24 Mos.	6 Mos.	\$743.00	\$84.50	\$709.00	\$86.00
30 Mos.	6 Mos.	\$839.50	\$96.50	\$806.50	\$97.50
36 Mos. (Maximum)		\$948.50	\$109.00	\$917.00	\$110.50
PENSION BAND		109		108	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 28

EFFECTIVE AUGUST 02, 2009

PUBLIC COMMUNICATIONS SALES REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$551.00		\$533.50	
6 Mos.	6 Mos.	\$617.50	\$66.50	\$599.50	\$66.00
12 Mos.	6 Mos.	\$692.00	\$74.50	\$673.00	\$73.50
18 Mos.	6 Mos.	\$775.00	\$83.00	\$754.50	\$81.50
24 Mos.	6 Mos.	\$868.50	\$93.50	\$847.00	\$92.50
30 Mos.	6 Mos.	\$974.00	\$105.50	\$949.50	\$102.50
36 Mos.	6 Mos.	\$1,090.50	\$116.50	\$1,065.00	\$115.50
42 Mos.	6 Mos.	\$1,222.00	\$131.50	\$1,195.00	\$130.00
48 Mos. (Maximum)		\$1,369.50	\$147.50	\$1,339.50	\$144.50
PENSION BAND		123		122	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 29

EFFECTIVE AUGUST 02, 2009

CUSTOMER SERVICE ADMINISTRATOR, MATERIAL EQUIPMENT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$529.50		\$497.50	
6 Mos.	6 Mos.	\$603.50	\$74.00	\$571.00	\$73.50
12 Mos.	6 Mos.	\$688.00	\$84.50	\$654.00	\$83.00
18 Mos.	6 Mos.	\$785.00	\$97.00	\$750.50	\$96.50
24 Mos.	6 Mos.	\$895.00	\$110.00	\$862.00	\$111.50
30 Mos.	6 Mos.	\$1,020.50	\$125.50	\$987.50	\$125.50
36 Mos. (Maximum)		\$1,163.50	\$143.00	\$1,132.00	\$144.50
PENSION BAND		116		115	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 30

EFFECTIVE AUGUST 02, 2009

CUSTOMER SERVICE AGENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$553.00		\$521.00	
6 Mos.	6 Mos.	\$619.50	\$66.50	\$587.50	\$66.50
12 Mos.	6 Mos.	\$695.50	\$76.00	\$661.50	\$74.00
18 Mos.	6 Mos.	\$779.50	\$84.00	\$744.50	\$83.00
24 Mos.	6 Mos.	\$874.50	\$95.00	\$841.00	\$96.50
30 Mos.	6 Mos.	\$980.50	\$106.00	\$946.00	\$105.00
36 Mos.	6 Mos.	\$1,099.50	\$119.00	\$1,066.00	\$120.00
42 Mos.	6 Mos.	\$1,233.50	\$134.00	\$1,201.50	\$135.50
48 Mos. (Maximum)		\$1,383.00	\$149.50	\$1,354.00	\$152.50
PENSION BAND		124		123	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 31

EFFECTIVE AUGUST 02, 2009

VIDEO HUB TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$844.50		\$822.00	
6 Mos.	6 Mos.	\$926.00	\$81.50	\$902.00	\$80.00
12 Mos.	6 Mos.	\$1,007.00	\$81.00	\$982.00	\$80.00
18 Mos.	6 Mos.	\$1,088.50	\$81.50	\$1,062.50	\$80.50
24 Mos.	6 Mos.	\$1,169.50	\$81.00	\$1,142.50	\$80.00
30 Mos.	6 Mos.	\$1,251.00	\$81.50	\$1,223.00	\$80.50
36 Mos. (Maximum)		\$1,332.50	\$81.50	\$1,304.00	\$81.00
PENSION BAND		121		120	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 32

EFFECTIVE AUGUST 02, 2009

APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$551.00		\$501.50	
6 Mos.	6 Mos.	\$580.50	\$29.50	\$528.50	\$27.00
12 Mos.	6 Mos.	\$610.00	\$29.50	\$555.50	\$27.00
18 Mos.	6 Mos.	\$639.50	\$29.50	\$582.00	\$26.50
24 Mos.	6 Mos.	\$669.00	\$29.50	\$609.00	\$27.00
30 Mos.	6 Mos.	\$698.50	\$29.50	\$636.00	\$27.00
36 Mos.	6 Mos.	\$728.00	\$29.50	\$663.00	\$27.00
42 Mos.	6 Mos.	\$757.50	\$29.50	\$690.00	\$27.00
48 Mos. (Maximum)		\$787.00	\$29.50	\$716.50	\$26.50
PENSION BAND		104		102	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 33

EFFECTIVE AUGUST 02, 2009

TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$811.00		\$737.50	
6 Mos.	6 Mos.	\$854.50	\$43.50	\$777.00	\$39.50
12 Mos.	6 Mos.	\$898.00	\$43.50	\$816.00	\$39.00
18 Mos.	6 Mos.	\$941.50	\$43.50	\$855.50	\$39.50
24 Mos.	6 Mos.	\$985.00	\$43.50	\$895.00	\$39.50
30 Mos.	6 Mos.	\$1,028.50	\$43.50	\$934.00	\$39.00
36 Mos.	6 Mos.	\$1,071.50	\$43.00	\$973.50	\$39.50
42 Mos.	6 Mos.	\$1,115.00	\$43.50	\$1,012.50	\$39.00
48 Mos. (Maximum)		\$1,158.50	\$43.50	\$1,052.50	\$40.00
PENSION BAND		117		114	

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE SCHEDULE: 34

EFFECTIVE AUGUST 02, 2009

SR. TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$1,052.50		\$957.50	
6 Mos.	6 Mos.	\$1,109.00	\$56.50	\$1,008.50	\$51.00
12 Mos.	6 Mos.	\$1,165.50	\$56.50	\$1,060.00	\$51.50
18 Mos.	6 Mos.	\$1,222.00	\$56.50	\$1,111.00	\$51.00
24 Mos.	6 Mos.	\$1,278.00	\$56.00	\$1,162.50	\$51.50
30 Mos.	6 Mos.	\$1,334.50	\$56.50	\$1,213.50	\$51.00
36 Mos.	6 Mos.	\$1,391.00	\$56.50	\$1,265.00	\$51.50
42 Mos.	6 Mos.	\$1,447.50	\$56.50	\$1,316.00	\$51.00
48 Mos. (Maximum)		\$1,504.00	\$56.50	\$1,368.50	\$52.50
PENSION BAND		129		125	



**2008 COMMON ISSUES
MEMORANDUM OF UNDERSTANDING**

BETWEEN

**VERIZON MARYLAND INC., VERIZON VIRGINIA INC., VERIZON WASHINGTON,
D.C. INC., VERIZON WEST VIRGINIA INC., VERIZON PENNSYLVANIA INC.,
VERIZON DELAWARE INC., VERIZON NEW JERSEY INC., VERIZON SERVICES
CORP., VERIZON CORPORATE SERVICES CORP. , VERIZON ADVANCED DATA
INC., VERIZON AVENUE CORP., VERIZON SOUTH INC. (VIRGINIA)**

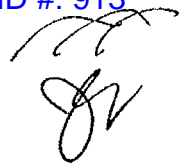
AND

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

This Memorandum of Understanding ("2008 MOU") agreed to by and between the above-named companies (herein the "Company" or "Companies," as context requires) and the Communications Workers of America, AFL-CIO (hereinafter the "Union" or "CWA") sets forth the terms of the agreement between the Companies and the Union regarding common issues. This 2008 MOU binds each of the Companies and the CWA to incorporate the provisions set forth herein into the collective bargaining agreements between each of the Companies and the CWA. Provisions of this 2008 MOU, the 2008 MOA, the Settlement Agreement regarding Verizon Business dated August 3, 2008 and the Video Hub Technician Agreement dated August 3, 2008 and attached herein, will be incorporated by reference or otherwise into the appropriate collective bargaining agreements between the parties.

Each of the new collective bargaining agreements shall consist of the provisions of the existing collective bargaining agreements, including:

1. The provisions of the 2003 Memorandum of Understanding Between Verizon Maryland Inc., Verizon Virginia Inc., Verizon Washington, D.C. Inc., Verizon



West Virginia Inc., Verizon Pennsylvania Inc., Verizon Delaware Inc., Verizon New Jersey Inc., Verizon Services Corp., Verizon Corporate Services Corp., Verizon Avenue Inc., and Verizon Advanced Data Inc. and the Communications Workers of America, AFL-CIO effective August 3, 2003 ("2003 MOU") as modified by the applicable provisions of the 2008 MOU; and

2. The provisions of the 2003 Memorandum of Agreement ("2003 MOA"), as modified by the applicable provisions of the 2008 MOA.

All letters of agreement in the parties' 2003 collective bargaining agreements shall remain in full force and effect, unless the terms of such letters of agreement have been expressly modified by this 2008 MOU or by the parties' collective bargaining agreements. All letters of agreement in the parties' 2003 collective bargaining agreements that contain an expiration date of August 2, 2008 will be changed to reflect an expiration date of August 6, 2011 unless the parties have expressly agreed that such letters will not remain in effect. Unless the parties have specified different effective dates in provisions of this 2008 MOU, such provisions will be effective August 3, 2008.

It is agreed that the parties' existing collective bargaining agreements will be terminated effective at 11:59 p.m. on August 2, 2008. The parties' new collective bargaining agreements will become effective on August 3, 2008 and will remain in effect until 11:59 p.m. on August 6, 2011.

This 2008 MOU shall become effective if, and only if, ratified by the combined results of the voting in the bargaining units in the Companies represented by CWA no later than September 19, 2008. Prior to the ratification vote on or before September 19, 2008 the terms of the parties' 2003 collective bargaining agreements will remain in effect.

FOR THE COMPANIES

By J. Grubbs

Dated: 8-10-08

FOR THE Communications Workers of
America

By [Signature]
CWA District 2

Dated: 8-10-08

By: [Signature]
CWA District 13

Dated: 8-10-08

By: [Signature]
CWA District 1 - New Jersey

Dated: 8/10/08

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ATTACHMENTS

- 1. Contracting Initiatives**
- 2. Reclassifications to Regular Full-Time**
- 3. Local Presence Centers**
- 4. Joint Marketing Committee**
- 5. Collections Calls**
- 6. Agreement Continuation**
- 7. CWA, IBEW and Verizon Support for National Health Reform**
- 8. Discussions Three Times Annually**
- 9. Video Hub Technician Agreement**
- 10. VZB Settlement Agreement**
- 11. 2008 Memorandum of Agreement**

I. WAGES

The schedule of wage increases for the term of this Agreement shall be as follows:

Effective Date	Percentage Increase	Applied to:
Sunday, 8/3/08	3.25%	all steps of the basic wage schedules
Sunday, 8/2/09	3.50%	all steps of the basic wage schedules
Sunday, 8/1/10	3.75%	all steps of the basic wage schedules

II. COST-OF-LIVING

During the term of this 2008 MOU, the existing Cost-of-Living provisions in the collective bargaining agreement will be deleted and replaced with the language set forth below:

- (1) Effective August 1, 2010, an adjustment will be made in basic weekly rates in each wage schedule in the amount of: (i) one-half of the increase above three and three quarters percent (3.75%) in the "CPI-W" (1982-84 = 100) for May 2010 over May 2009, applied to (ii) the scheduled rates in effect in each wage schedule on July 31, 2010, (iii) rounded to the nearest 50 cents.
- (2) In no event shall a decrease in the CPI-W result in a reduction of any basic weekly wage rate.
- (3) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Indexes on or before the dates referred to in Paragraph 1, the cost-of-living adjustment required by such appropriate indexes shall be effective at the beginning of the first payroll week after receipt of the indexes.
- (4) No adjustment, retroactive or otherwise, shall be made as the result of any revision which may later be made in the first published figures for the CPI-W for May 2009 and May 2010.
- (5) The cost-of-living adjustment is dependent upon the availability of the CPI-W in its present form and calculated on the same basis as the CPI-W for May 2008. In

the event the Bureau of Labor Statistics changes the form or the basis of calculating the CPI-W, the Company and the Union agree to request the Bureau to make available, for the life of this agreement, a CPI-W in its present form and calculate it on the same basis as the CPI-W for May 2008, which was 212.788 (1982-84 = 100).

III. CORPORATE PROFIT SHARING (CPS)

During the term of this 2008 MOU, the Corporate Profit Sharing (CPS) Plan shall continue in effect with the following modifications:

Section 2. Plan Years: The CPS will provide awards for results in calendar years 2008, 2009 and 2010 with awards payable in 2009, 2010 and 2011.

Section 6. CPS Distribution Calculations

(a) Standard Award: The "Standard" CPS Distribution shall be as follows:

Performance Year	Standard CPS Distribution	Year Payable
2008	\$500	2009
2009	\$500	2010
2010	\$500	2011

* * *

(c) Notwithstanding paragraphs (a) and (b) above, the minimum distribution for Performance Years 2008, 2009 and 2010 will be \$700, subject in all cases to prorating under Section 3.

IV. PENSION BAND INCREASES

The Verizon Pension Plan for Mid-Atlantic Associates (the "Pension Plan") will be amended to provide for increases in pension bands by the "Percentage Increase" amounts shown in the following table, as applied to participating employees whose "Pension Effective Date"



(which is the first day following the last day on the payroll) is on or after the corresponding "Effective Date" shown below.

Effective Date	Percentage Increase
10/1/08	3.25%
10/1/09	3.50%
10/1/10	3.75%

Pension Band Adjustment for Operators.

1. The temporary Pension Band increase from the 2003 MOU will be made permanent for the Operator and Operator A Job Titles in New Jersey and Potomac Locality Wage Group A. On and after August 2, 2008, the Pension Band for the Operator and Operator A Job Titles in these locations will be Band 108.
2. The temporary Pension Band increase from the 2003 MOU will be made permanent for the Operator and Operator A Job Titles in Potomac Locality Wage Group B. On and after August 2, 2008, the Pension Band for the Operator and Operator A Job Titles in these locations will be Band 107.

V. PENSION LUMP SUM CASHOUT

The parties hereby re-state their agreement as modified regarding pension lump sum cashout.

1. An associate who separates from service during the term of this 2008 MOU, with eligibility for a vested pension or a service pension, shall be eligible to receive his or her vested or service pension under the Pension Plan as a total lump-sum cashout. The terms of the cashout program shall be the same as the terms of the cashout program set forth in the 2003 MOU for the period ending August 2, 2008, with the following provisions, some of which are updated from the 2003 MOU:



- (a) The cashout programs shall provide for payment of a lump-sum cashout on a commencement date elected by the associate that occurs on or after the date the associate's request is received by the Pension Plan administrator and that is either:
 - (i) the day following the associate's separation from service, or
 - (ii) the first day of any month following separation from service.
- (b) The calculation of a lump-sum cashout for an eligible associate who separates from service during the term of this 2008 MOU, shall be based on the largest of the amounts determined by the factors set forth in the Pension Plan on August 2, 2008, for the cashout trials in the 2003 MOU, in addition to any legally-mandated interest rate and mortality table set forth in section 417(e) of the Internal Revenue Code.
- (c) If the 30-year Treasury Bond rate ceases to be published before August 6, 2011, the parties will establish a joint committee which will review the historic relationship between the interest rates on 30-year Treasury Bonds and the interest rates on AAA Corporate Bonds and will agree on a factor which when applied to historic AAA Corporate Bond rates produces an interest rate equal to the historic 30-year Treasury Bond rate. This rate will be made available as another calculation standard for lump-sum cashouts under the Pension Plan following the last publication date for the 30-year Treasury Bond rate. For this purpose, "historic" rates shall be equal to the average rates over the 3-year period that ends six months before the last date on which the U.S. Treasury Department publishes the 30-year Treasury Bond rate. (Example: If historic 30-year Treasury Bond rates equal 6% and historic AAA Corporate Bond rates equal 8%, then the factor would be 75%. The new standard for calculating a lump sum would be 0.75 times the AAA Corporate Bond rate in effect on the lump sum commencement date.)



2. For a cashout-eligible associate who has separated from service before death:
 - (a) If death occurs while the associate has in effect a valid election (with spousal consent) to receive a lump-sum cashout from the Pension Plan and before the commencement date specified in such election, the associate's beneficiary for the pre-retirement death benefit under the Pension Plan shall receive a death benefit equal to the larger of (i) the lump-sum cashout that would have been paid to the associate if he or she had survived until the elected commencement date, or (ii) the pre-retirement death benefit otherwise payable to such beneficiary under the Pension Plan.
 - (b) If death occurs (i) before the associate makes a valid election to commence payment of his or her vested or service pension (in any form) under the Pension Plan or (ii) while the associate has in effect a valid election to receive payment of his or her vested or service pension in a form of payment other than a lump-sum cashout and before the commencement date specified in such election, the associate's beneficiary for the pre-retirement death benefit under the Pension Plan shall receive a death benefit equal to the larger of (I) the lump-sum cashout that would have been paid to the associate if he or she had elected to receive payment on the beneficiary's commencement date (or, if the beneficiary is a spouse who elects an annuity, the actuarial equivalent of that lump sum in the form of a single life annuity), or (II) the pre-retirement death benefit otherwise payable to such beneficiary under the Pension Plan.

VI. VOLUNTARY TERMINATION BONUS

Any employee who makes a voluntary election to leave the service of the Company pursuant to any Income Security Plan or Enhanced ISP offer made during the term of this 2008 MOU, and who does separate from the Company pursuant to that offer shall receive a Voluntary Termination Bonus consisting of, as applicable:



1. A lump-sum payment of \$10,000, less taxes and withholdings, in addition to any ISP/EISP for which the employee is otherwise eligible,
2. For those not otherwise eligible, six months of continuation medical coverage under the terms of the plan and the employee's coverage in effect at the time of separation.

VII. BENEFITS

1. CONTINUATION OF BENEFIT PLANS

The following employee benefit plans are continued in effect through the term of this 2008 MOU in accordance with their existing terms and the changes agreed to in this 2008 MOU. To the extent that any provision of this Benefits Section of this 2008 MOU is inconsistent with or contravenes the terms of the Benefits Section (including appendices) of the 2003 MOU, any local collective bargaining agreement, the 2003 MOA, or any other agreements between the parties, this Benefits Section (including appendices) of the 2008 MOU shall govern and shall supersede the 2003 MOU and/or the local collective bargaining agreements and/or the 2003 MOA and/or the other agreements.

Verizon Accidental Death and Dismemberment Plan for Mid-Atlantic Associates

Verizon Adoption Reimbursement Program for Mid-Atlantic Associates

Verizon Dental Expense Plan for Mid-Atlantic Associates

Verizon Dependent Accidental Death and Dismemberment Plan for Mid-Atlantic Associates

Verizon Dependent Care Account for Mid-Atlantic Associates

Verizon Dependent Group Life Insurance Plan for Mid-Atlantic Associates

Verizon Group Life Insurance Plan for Mid-Atlantic Associates

Verizon Health Care Account for Mid-Atlantic Associates

Verizon Income Security Plan for Mid-Atlantic Associates

Verizon Long Term Care Insurance Plan for Mid-Atlantic Associates

Verizon Long Term Disability Plan for Mid-Atlantic Associates

Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Associates

Verizon Pension Plan for Mid-Atlantic Associates

Verizon Savings and Security Plan for Mid-Atlantic Associates



Verizon Sickness and Accident Disability Benefit Plan for Mid-Atlantic Associates

Verizon Supplemental Accidental Death and Dismemberment Plan for Mid-Atlantic Associates

Verizon Supplemental Group Life Insurance Plan for Mid-Atlantic Associates

Verizon Vision Care Plan for Mid-Atlantic Associates (including the VDT User Eyecare Program)

Verizon Dental Expense Plan for Mid-Atlantic Post-1989 Associate Retirees

Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Post-1989 Associate Retirees

Verizon Life Insurance Plan for Mid-Atlantic Associate Retirees

Verizon Supplemental Life Insurance Plan for Mid-Atlantic Associate Retirees

2. CHANGES TO EXISTING HEALTH CARE BENEFITS AND
PRESCRIPTION DRUG COVERAGE FOR ACTIVE ASSOCIATES

A. Medical Benefit Changes.

Effective January 1, 2009 (the "Effective Date"), the provisions of the Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Associates (i.e., the MCN option, the MEP-PPO option, or any HMO option) (the "VMEP") regarding medical benefits and prescription drug coverage for active associates who participate in the VMEP shall be amended as follows:

i. Benefit Changes Applicable To All VMEP Options

The medical benefits provided to associates and their eligible dependents enrolled in any option offered under the VMEP shall be as described in the VMEP document, with the following modifications, effective on and after the Effective Date:

a. Prescription Drug Coverage (Amend the following provision of the VMEP: Section 5.3)

The prescription drug coverage currently offered under the VMEP shall be replaced by the following prescription drug coverage:

- **In-Network Pharmacies.** The following prescription drug coverage shall apply for prescription drugs purchased at in-network pharmacies for up to a 30 day supply:
 - The network of pharmacies shall be defined from time to time by the Pharmacy Benefit Manager selected by the Company to administer the



prescription drug program. Prior to the implementation of any change of the network of pharmacies, the Company shall consult with the ACHC.

- For in-network pharmacies, an associate shall pay a percentage of the Discounted Network Price (“DNP”), as provided below.
- The following copays will apply for up to a 30 day supply:
 - The copay for generic drugs shall be 15% of the DNP for the original prescription and each refill, with a \$25 maximum copay for up to a 30 day supply.
 - The copay for single-source brand name drugs shall be 20% of the DNP for the original prescription and each refill, with a \$45 maximum copay for up to a 30 day supply.
 - The copay for multi-source brand name drugs shall be 30% of the DNP for the original prescription and each refill, with a \$55 maximum copay for up to a 30 day supply. If a physician prescribes “dispense as written” or “DAW”, the multi-source brand name drug copay will apply.
- **Out-of-Network Pharmacies.** The following prescription drug coverage shall apply for prescription drugs purchased at out-of-network pharmacies for up to a 30 day supply:
 - For out-of-network pharmacies, an associate shall pay a percentage of the retail cost, as provided below.
 - After a \$50 per person annual deductible is met, the following copays will apply for up to a 30 day supply:
 - The copay for generic drugs shall be 15% of the retail cost for the original prescription and each refill, with a \$25 maximum copay for up to a 30 day supply.
 - The copay for single-source brand name drugs shall be 20% of the retail cost for the original prescription and each refill, with a \$45 maximum copay for up to a 30 day supply.
 - The copay for multi-source brand name drugs shall be 30% of the retail cost for the original prescription and each refill, with a \$55 maximum copay for up to a 30 day supply. If a physician prescribes “dispense as written” or “DAW”, the multi-source brand name drug copay will apply.

- **Mail Order Pharmacy.** The prescription drug coverage for mail order drugs shall be as follows for up to a 90 day supply:
 - The copay for generic drugs shall be the lower of \$8 or the DNP for the original prescription and each refill for up to a 90 day supply.
 - The copay for single-source brand name drugs shall be the lower of \$17 or the DNP for the original prescription and each refill for up to a 90 day supply.
 - The copay for multi-source brand name drugs shall be the lower of \$25 or the DNP for the original prescription and each refill for up to a 90 day supply. If a physician prescribes “dispense as written” or “DAW”, the multi-source brand name drug copay will apply.
- **HMO Prescription Drug Coverage.** For those participants enrolled in an HMO option, the above design shall only apply to HMOs where prescription drug coverage is “carved out” of the commercial plan design offered by the HMO. The Company, in consultation with the ACHC, may “carve out” the prescription drug benefit from HMOs where economically and administratively feasible.

ii. MCN Benefit Changes

The medical benefits provided to associates and their eligible dependents enrolled in the MCN option on and after the Effective Date, shall be as described in the VMEP, with the following modifications:

- a. Emergency Room and Urgent Care Facility Copay (Amend the following provision of the VMEP: Section 5.1.2)
 - The Company shall implement a \$25 copay for each in-network or out-of-network visit to an emergency room. This \$25 copay shall not apply if the associate or eligible dependent is admitted to the hospital.
 - The Company shall implement a \$15 copay for each in-network or out-of-network visit to an urgent care facility.
 - Copays for in-network and out-of-network emergency room and urgent care facility visits shall not count toward, and shall be excluded from, the MCN annual out-of-pocket expense maximum and shall not be used to satisfy the deductible under the MCN.

b. Referrals to Specialists (Amend the following provisions of the VMEP: Sections 3.8.5, 4.1.1, 5.1, and 7.5.1)

- Effective January 1, 2009, there shall not be a requirement for referrals to specialist providers.

c. Network (Amend the following provision of the VMEP: Section 4.1.1)

- Effective January 1, 2009 the network utilized by the Benefit Administrator shall be the Aetna Choice POS II network. This network selection may be changed by the Company, in consultation with the joint union/management Advisory Committee on Health Care, in accordance with the ACHC letter contained at pp. 51-53 of the 1989 MOU, and continued in subsequent MOUs.

iii. MEP-PPO Benefit Changes

The medical benefits provided to associates and their eligible dependents enrolled in the MEP-PPO option on and after the Effective Date, shall be as described in the VMEP, with the following modifications:

a. Coinsurance (Amend the following provision of the VMEP: Section 5.2.3)

- An associate shall be responsible for a two (2) percent coinsurance amount for in-hospital physician's visits on an out-of-network basis; no deductible shall apply.
- An associate shall be responsible for a two (2) percent coinsurance amount for inpatient pre-natal and post-natal maternity care received on an out-of-network basis; no deductible shall apply.
- An associate shall be responsible for a two (2) percent coinsurance amount for inpatient newborn baby care received on an out-of-network basis; no deductible shall apply.
- An associate shall be responsible for a two (2) percent coinsurance amount for inpatient surgery on an out-of-network basis; no deductible shall apply.
- An associate shall be responsible for a two (2) percent coinsurance amount for outpatient surgery on an out-of-network basis; no deductible shall apply.
- An associate shall be responsible for a two (2) percent coinsurance amount for anesthesia administered on an out-of-network basis; no deductible shall apply.

b. Emergency Room and Urgent Care Facility Copay (Amend the following provision of the VMEP: Section 5.2.1)



- The Company shall implement a \$25 copay for each in-network or out-of-network visit to an emergency room. This \$25 copay shall not apply if the associate or eligible dependent is admitted to the hospital.
- The Company shall implement a \$15 copay for each in-network or out-of-network visit to an urgent care facility.
- Copays for in-network and out-of-network emergency room and urgent care facility visits shall not count toward, and shall be excluded from, the MEP-PPO annual out-of-pocket expense maximum and shall not be used to satisfy the deductible under the MEP-PPO.

iv. HMO Benefit Changes

The medical benefits provided to associates and their eligible dependents enrolled in an HMO option on and after the Effective Date shall be as described in the VMEP, with the following modifications:

a. Prescription Drug Coverage (Amend the following provision of the VMEP: Section 16.4)

- The changes to prescription drug coverage shall be the same as described in Section 2.A(i)(a).
- For those participants enrolled in an HMO option, the design described in Section 2.A(i)(a) shall only apply to HMOs where prescription drug coverage is “carved out” of the commercial plan design offered by the HMO.

b. Copayment Provisions (Amend the following provision of the VMEP: Section 16.2)

- The copayment for an office visit to a primary care provider (including OB-GYN) shall be no greater than \$15.
- The copayment for a specialist office visit shall be no greater than \$15.

v. Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Post-1989 Associate Retirees

a. Special Exception to Lifetime Maximum for Term of 2008 MOU (Amend the following provision of the plan: Section 5.4.1)

- With respect to any Covered Person who reaches the \$100,000 Lifetime Maximum during the term of the 2008 MOU, the plan shall be amended to provide that the \$3,500 that is payable irrespective of the Lifetime Maximum shall be increased to \$10,000 for the 2009, 2010 and 2011 Plan Years. The limit shall then revert back to \$3,500 level for Plan Years thereafter.

3. RETIREE HEALTH CARE BENEFITS AND PRESCRIPTION DRUG COVERAGE CHANGES

Any changes to the health care benefits and prescription drug coverage provided to active employees as set forth in Section 2 above shall also be made to the health care benefits and prescription drug coverage provided to eligible retirees who retired after December 31, 1989 ("Covered Retiree") and the applicable retiree health care plans shall be amended in the same manner as those provisions are amended for active employees pursuant to Section 2 above. Any future changes to health care benefits and prescription drug coverage provided to Covered Retirees shall be negotiated with the Union in the same manner as that for active employees and future retirees.

A. Non-Contributory Retiree Medical Coverage for Certain Retirees

For a Covered Retiree who is retired as of August 6, 2011, the Company shall pay 100% of the cost of coverage for the coverage category elected by such Covered Retiree enrolled in a retiree medical option, and no contributions shall be required of such Covered Retiree for Plan Years 2009, 2010 and 2011.

B. Company Contributions for 2012 and Later Plan Years

For Plan Years beginning on and after January 1, 2012 for Covered Retirees who are not described in Section 3.C below, the Company's annual contribution toward the cost of coverage for the coverage category elected by a Covered Retiree under any retiree medical option shall be capped as follows (the "2012 Company Contribution Cap"):

Coverage Category Elected by Retiree	Pre-Medicare Company Contribution Cap (Annual)	Medicare-Eligible Company Contribution Cap (Annual)
Retiree Only	\$12,580	\$6,330
Retiree + 1	\$25,160	\$12,660
Retiree + Family	\$31,450	\$18,990

The Covered Retiree shall pay the excess, if any, of the cost of the coverage for the coverage category elected by such Covered Retiree over the 2012 Company Contribution Cap.

C. Retiree Medical Coverage for Associates Whose Net Credited Service Date is On or After August 3, 2008 Who Otherwise Did Not Qualify for Any Company-Subsidized Retiree Medical Coverage

- (1) Eligibility - Effective August 3, 2008, any associate whose Net Credited Service date, as defined in the Pension Plan, is on or after August 3, 2008 and who otherwise did not qualify for any Company-subsidized retiree medical coverage upon his or her initial employment termination (a "New Hire"), shall be eligible for the benefit provisions described below upon retirement from the Company.

Any Class I Dependents of a New Hire retiree who are enrolled under the Plan at the New Hire retiree's date of death shall continue receiving the benefit provisions described below in Section 3.C(2) until the last day of the twelfth month following the month in which the New Hire retiree's death occurs. Retirement eligibility for a New Hire shall be based on any of the following sets of Net Credited Service, as defined by the Pension Plan, and age:

- (a) 30 years and any age;
- (b) 25 years and age 50;
- (c) 20 years and age 55;
- (d) 15 years and age 60; or
- (e) 10 years and age 65.

(2) Benefit. The following benefit provisions will apply:

- (a) If a New Hire is eligible for retiree medical coverage under this provision, he or she shall receive upon retirement an annual benefit for medical coverage, for the rest of his or her life, of \$430 for each year of Net Credited Service that the New Hire completes (up to a maximum of 30 years); and
- (b) Once a New Hire retiree becomes eligible for Medicare or eligible for other future national healthcare opportunities, the Company's contribution shall be adjusted to reflect the relative cost of such coverage as compared to that for pre-Medicare retirees. In no case, however, shall the amount paid to a Medicare-eligible retiree be less than 50% of the amount paid to a similarly situated pre-Medicare retiree with equal Net Credited Service.
- (c) The parties agree that in the negotiations in 2011 over the successor agreement to this Agreement, they will discuss the contribution described in 2(a) and (b) above in consideration of changes in health care cost trends and other relevant circumstances.

4. ROTH 401(K) PROGRAM

The Company will amend the Savings and Security Plan for Mid-Atlantic Associates effective January 1, 2010 to allow employee contributions to the Plan to be made as "Roth contributions" in accordance with section 402A of the Internal Revenue Code of 1986, as amended. The administrative costs of implementing and maintaining such feature of the Plan shall be charged to the trust for the Plan and allocated as determined by the Verizon Employee Benefits Committee.

5. RETIREE LIFE INSURANCE

The Verizon Life Insurance Plan for Mid-Atlantic Associate Retirees shall be amended to freeze the level of the retiree Basic Life Insurance benefit at one (1) times the Benefit Bearing Wage, as



defined in the plan, as of August 2, 2008, for eligible employees retiring on or after such date. The plan shall also be amended to provide employees who retire on or after August 3, 2008, with a minimum Basic Life Insurance benefit equal to \$20,000 upon their retirement from the Company, without any reduction after age 65. For a New Hire, as defined in Article VI.3.C.(1), the Basic Life Insurance benefit shall be equal to \$20,000 upon their retirement from the Company, without any reduction after age 65.

VIII. CONTINUATION OF RETIREE HEALTH CARE BENEFIT COORDINATOR ("RHCBC") AND HEALTH CARE BENEFIT COORDINATORS ("HCBC")

For the term of this 2008 MOU, the Companies agree to continue the existing position(s) of Retiree Health Care Benefit Coordinator (RHCBC) and Health Care Benefit Coordinators (HCBC). Except as noted in the first paragraph of Section 3 of Article VII above, continuation of the RHCBC does not constitute an agreement by the Company to bargain over retiree health care issues or any other retiree issue.

The RHCBC and the HCBCs shall continue to be paid in accord with the CWA International Staff Representative Wage Table.

Both the RHCBC and the HCBCs are excluded from the base wage increase and COLA provisions, as set forth in Sections I and II of this 2008 MOU.

IX. TRAINING LIAISON COORDINATOR

The Companies agree to continue the Training Liaison Coordinator position during the term of this 2008 MOU, to be funded by the Companies at \$115,000 per year for each contract year. The Training Liaison Coordinator will be paid in accordance with the provisions of Section VIII above.

X. ADVISORY COUNCIL ON FAMILY CARE (ACFC)

The Companies will provide funding to the ACFC in the amount of \$1,600,000 for each contract year beginning August 3, 2008.

The Companies agree that for the term of this 2008 MOU, any portion of the \$1,600,000 allotted annually to the ACFC that is not spent in a contract year will be carried over into the



next contract year and added to that year's funding. Any monies not spent by the ACFC when this 2008 MOU expires will be forfeited.

XI. ADVISORY COMMITTEE ON HEALTH CARE ("ACHC")

During the term of this 2008 MOU, the Companies agree to continue the ACHC, under the same terms that governed the ACHC under the 2003 MOU.

XII. TRAINING ADVISORY BOARD EXECUTIVE COUNCIL (TABEC)

The Companies will provide funding to the TABEC in the amount of \$2,600,000 for each contract year beginning August 3, 2008.

The Companies agree that for the term of this 2008 MOU, any portion of the \$2,600,000 allotted annually to the TABEC that is not spent in a contract year will be carried over into the next contract year and added to that year's funding. Any monies not spent by the TABEC when this 2008 MOU expires will be forfeited.

XIII. JOINT TIME FOR PARTICIPATION IN JOINT COMMITTEES

For the term of this 2008 MOU, the Companies will pay for joint time spent in all regional joint committees, all of which are also continued for the term of this 2008 MOU.

XIV. MEMORANDUM OF UNDERSTANDING IN ELECTRONIC FORMAT

The Companies agree to provide a copy of the 2008 MOU in electronic format.

XV. NEW CONTRACTING INITIATIVES

The Companies and the Union agree that the New Contracting Initiatives ("NCI") letter, which was in effect during the term of the 2003 MOU, shall be updated. The parties agree that the date set forth in the second paragraph of the 2003 NCI letter shall be December 31, 2007 and



the date in the last paragraph of the 2003 NCI letter shall be January 1, 2008. Those dates in the 2003 CNI letter are amended as set forth at Attachment 1 and the NCI letter shall apply for the term of this 2008 MOU.

XVI. RECLASSIFICATIONS TO REGULAR FULL-TIME

The agreement of the Companies and the Union regarding reclassifications to regular full-time is set forth at Attachment 2.

XVII. LOCAL PRESENCE CENTERS

The agreement of the Companies and the Union regarding Local Presence Centers is set forth at Attachment 3.

XVIII. JOINT MARKETING COMMITTEE

The agreement of the Companies and the Union regarding a Joint Marketing Committee is set forth at Attachment 4.

XIX. COLLECTIONS CALLS

The agreement of the Companies and the Union regarding Collections Calls is set forth at Attachment 5.

XX. AGREEMENT CONTINUATION

The agreement of the Companies and the Union regarding Agreement Continuation is set forth as Attachment 6.



XXI. NATIONAL HEALTH CARE REFORM

The agreement of the Companies and the Union regarding health care reform is set forth at Attachment 7.

XXII. DISCUSSIONS THREE TIMES ANNUALLY

The agreement of the Companies and the Union regarding discussions three times annually is set forth at Attachment 8.

XXIII. VIDEO HUB TECHNICIANS

The agreement of the Companies and the Union regarding Video Hub Technicians is set forth at Attachment 9.

XXIV. SETTLEMENT AGREEMENT (Verizon Business)

The settlement agreement among the Companies and the Union settling certain matters is set forth at Attachment 10.

XXV. 2008 MOA

The 2008 MOA, which updates the dates in the 2003 MOA is set forth as Attachment 11.

XXVI. DURATION

All provisions of the parties' agreements shall remain in full force and effect until 11:59 p.m. on August 6, 2011.